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MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Programmed Instruction

REFERENCE : Memo dtd 15 Dec 65 for DDTR frm DD/S,  
same subj.

1. In response to your request contained in reference memorandum, the Office of Training submitted to the DD/S on 17 December a short report on the history and present status of programmed instruction within the Agency. As a result of subsequent discussions on this subject with your office and the Director's personal interest in programmed instruction, we submit in this paper a proposal outlining the steps that should be taken toward the achievement of a programmed instruction capability within CIA.

2. Based on results achieved to date within the Federal Government, private industry, and educational institutions, it can be assumed that programmed instruction has potential value to the Agency and to OTR. The Air Force is unquestionably the leader in this field within the government, having adapted programmed instruction to a wide range of subjects such as English syntax, physics of the atmosphere, high altitude jet engine operation, and the radio compass. The Air Force claims that in comparison with conventional teaching methods this system has reduced training time by 33 percent while gaining 9 percent in

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achievement. Similar improvements are claimed by industry and many schools.

3. We assume that the Agency has courses or portions of courses which can benefit from programming and that proper application of this method should show a comparable increase in training effectiveness. If this is a valid assumption then we would need to know to what degree programmed instruction can be applied, and specifically to which areas of instruction.

4. The Office of Training/DDS and the Office of Research and Development/DDS&T recommend that a joint program be initiated by DDS and DDS&T to investigate and incorporate where appropriate programmed instruction, specialized display techniques, and ancillary equipment. OTR has a large potential equity in the application of research developments in the programmed instructional area and in research developments in teaching technology in general. Although we have investigated in a limited way programmed instruction, we have not been able to study its utility as a system or its general applicability to Agency needs. A joint effort with DDS&T would permit this and would further provide a means of developing a data collection system which could provide fairly rapid evaluation and monitoring of training program effectiveness.

5. We envisage a program as follows: